



# SWO(N) Community Brief

# Who are we...



- **CAPT Lang Reese**, Head SWO(N) Detailer and Placement Officer, PERS 424
  - RO, USS ABRAHAM LINCOLN (CVN-72)
  - CO, USS PAUL F FOSTER (DD-964)
- **LCDR Brian Finman**, SWO(N) Detailer, PERS-412N
  - RTA, USS GEORGE WASHINGTON (CVN-73)
  - FIRST LT, USS GUNSTON HALL (LSD-44)
  - M-2 DIVO, USS THEODORE ROOSEVELT (CVN-71)
- **LCDR Thad Biggers**, SWO(N) Community Manager, N133C2/P424B
  - REA, USS NIMITZ (CVN-68)
  - WEPS/CSO, USS ANZIO (CG-68)
  - M-DIVO, USS GEORGE WASHINGTON (CVN-73)

**Your SWO(N) Career Advocates!**

# Discussion Points

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- **The Detailing Process**
- **Junior Officer Career Path**
- **First Shore Tour**
- **Career Progression beyond JO**
- **Community Trends and Issues**
- **Questions**

# What is a SWO?

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- LEADER
- WARFIGHTER
- SHIPDRIVER





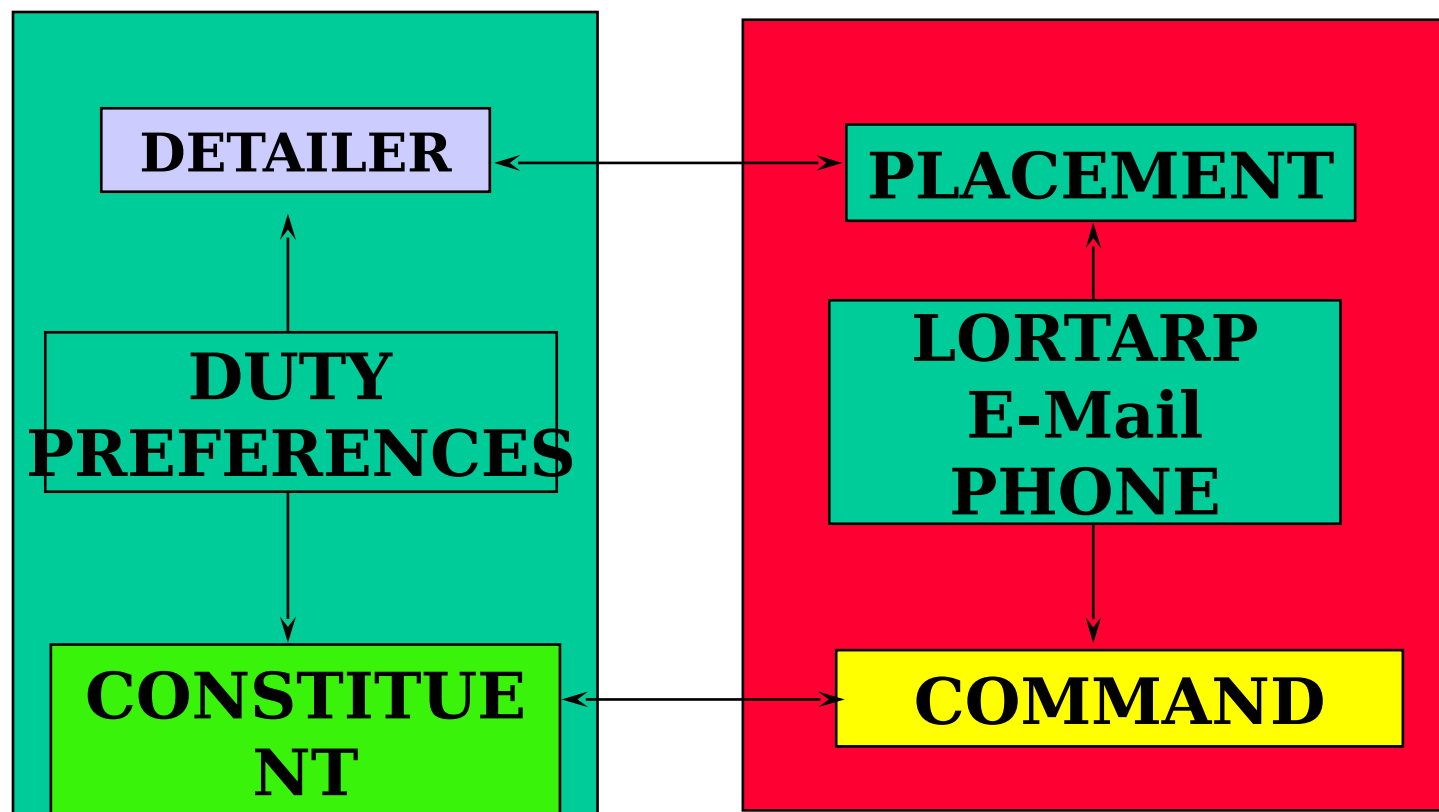
# What is a SWO (N)?

---

- LEADER
- WARFIGHTER
- SHIPDRIVER

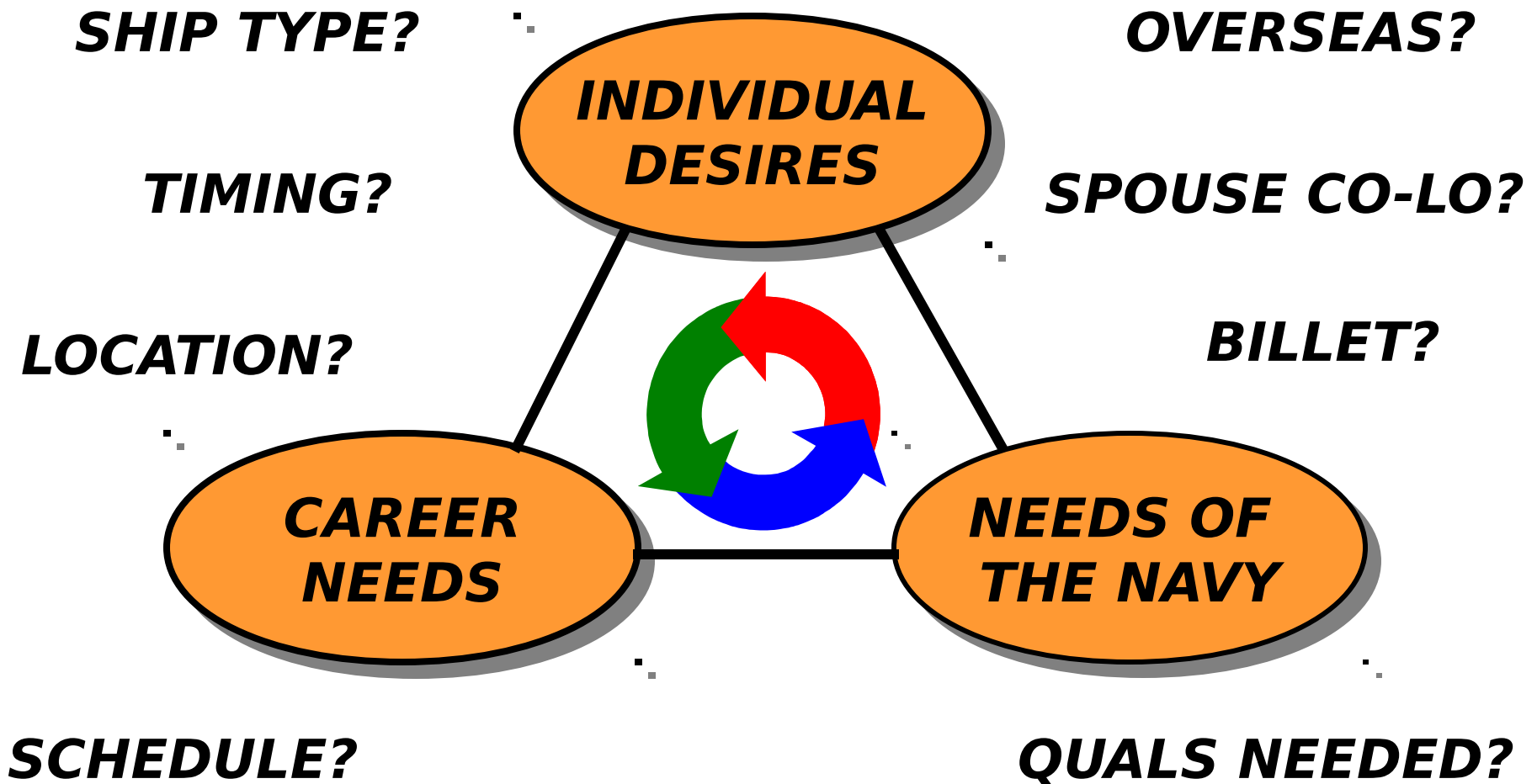
...with a Nuclear  
Subspecialty

# THE DETAILING PROCESS

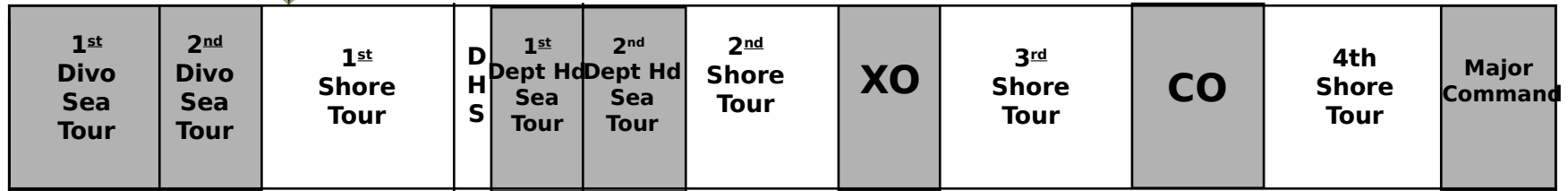


We Exist to Get You Screened & Promoted

# The Detailing TRIAD

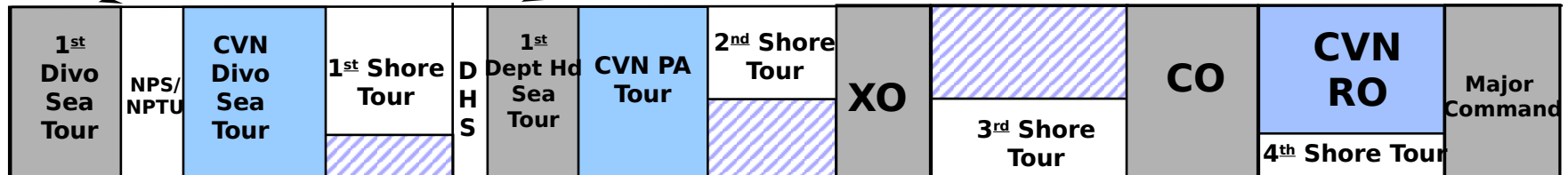


# SWO(N) CAREER PATH MIRRORS SWO CAREER PATH



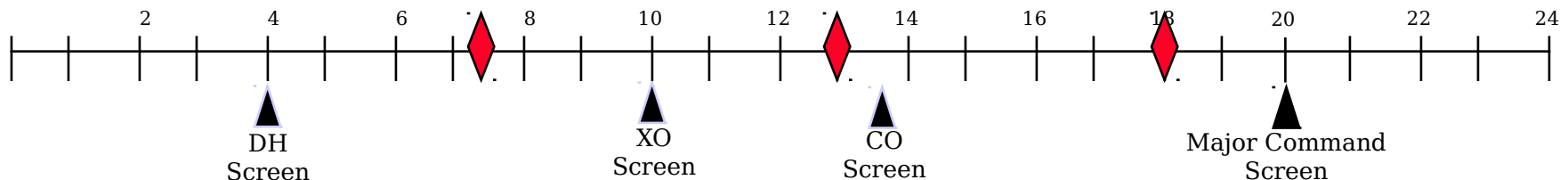
SWO

solid warfighting experience at sea (multiple ships => broad experience)



SWO(N)

20% of career prior to CAPT is on CVN





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# Surface Warfare Officer Career Planner

PERS-41

[www.bupers.navy.mil/pers41/frame.htm](http://www.bupers.navy.mil/pers41/frame.htm)

## Overview

The SWO Career Planner is a valuable tool that allows users to graphically display their career paths. By inputting various data such as Date of Rank, Career Goals, and Billet History into the planner, users have the ability to chart a career path in the Surface Navy. The planner was created using Microsoft PowerPoint 2000. While older versions of PowerPoint may work, they have not been thoroughly tested for compatibility. Any comments, questions, or concerns about the SWO Career Planner can be sent to [p41m1@persnet.navy.mil](mailto:p41m1@persnet.navy.mil).

## Read the Instructions

While using the planner is not difficult, reading the instructions is recommended.

## Download the Career Planner

## Download the SWO(N) Career Planner

You can download the planner and instructions by "right-clicking" on the link and saving the target file to a location of your choice.



**Click Here**

**SWO(N) Career Planner  
Download**



# LCDR Brian J. Finman

## SWO(N) Career Planner

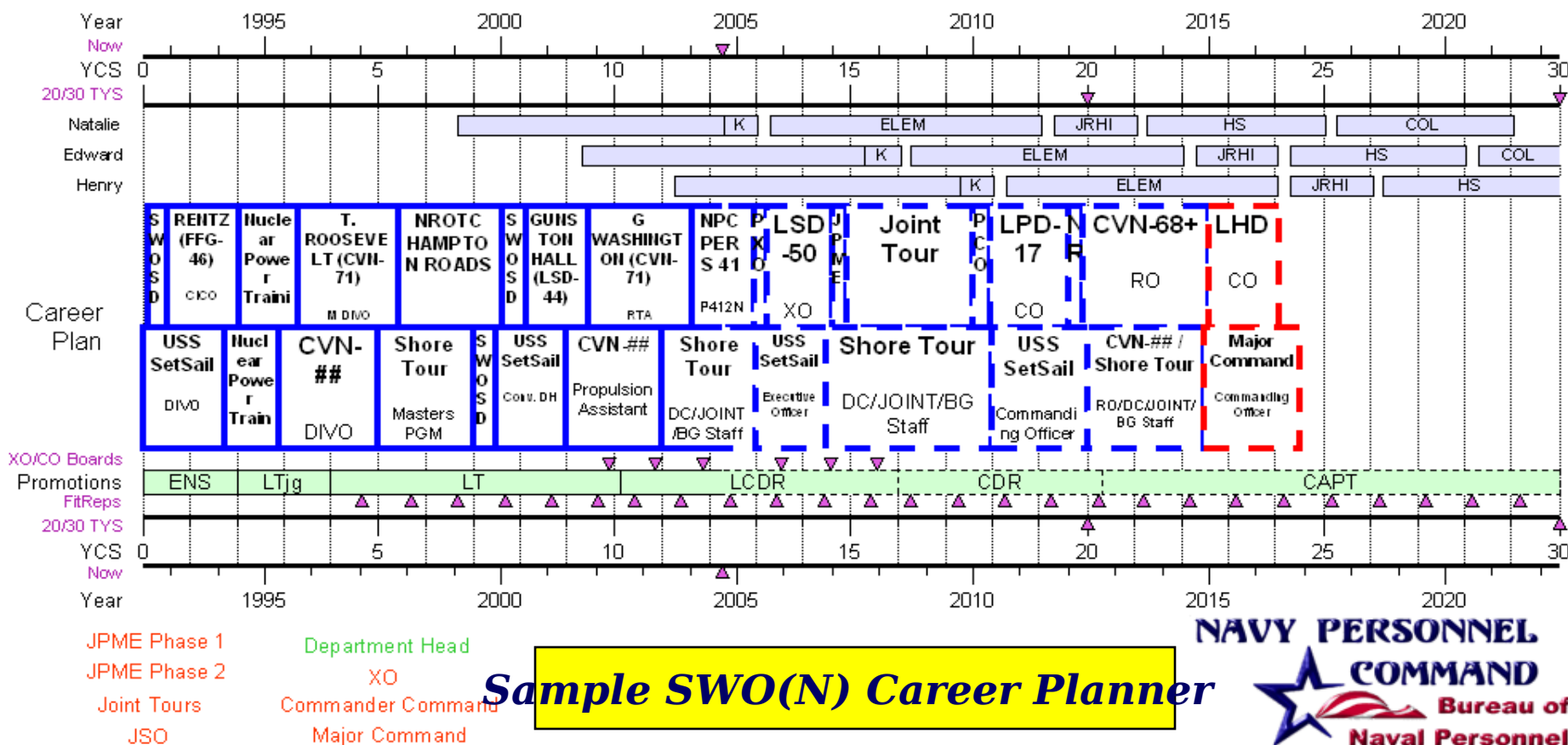
Career Goal: Major Command

Qualifications: Officer of the Deck  
Engineering Officer of the Watch  
Tactical Action Officer  
Surface Warfare Officer

Year Group: 1992

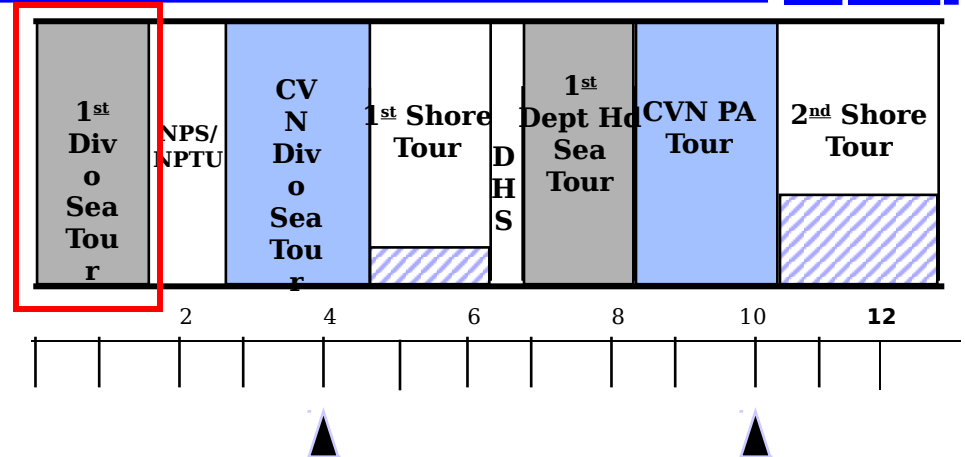
Promotion Year Group: 2002

Pcode(s): None



Enter/Edit Data

# Career Overview



- **First DIVO Tour:**

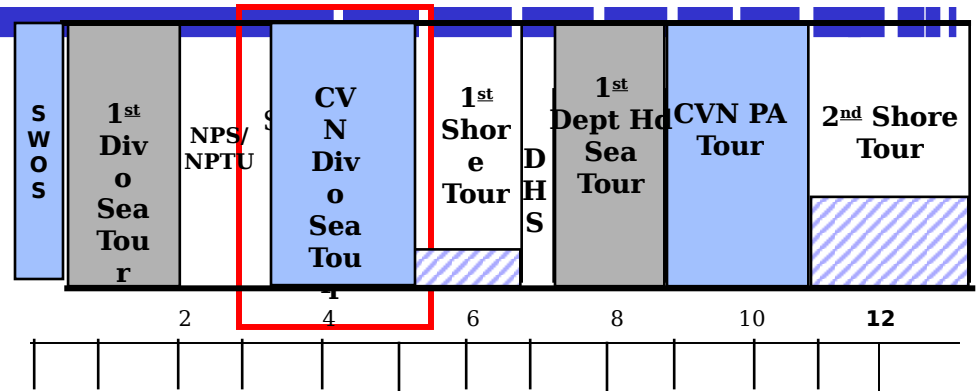
- SWOS then 18 Month Initial Sea Tour
  - SWO Qual
  - Screen for Department Head
- Starting with YG 03, SWOS is 3 weeks embedded in 21 month initial sea tour.

**Leading Sailors, Developing SWO Skills**

# Second DIVO Tour



- 24 Months
  - Flexible if rolling to NPTU/NNPTC



- Goals: PPWO and Nuclear Engineer Qual
- Engineer's Exam
  - Mandatory
  - Critical Career Milestone
  - Recognized standard of excellence

**Leading Sailors to Operate and Maintain the Pl**

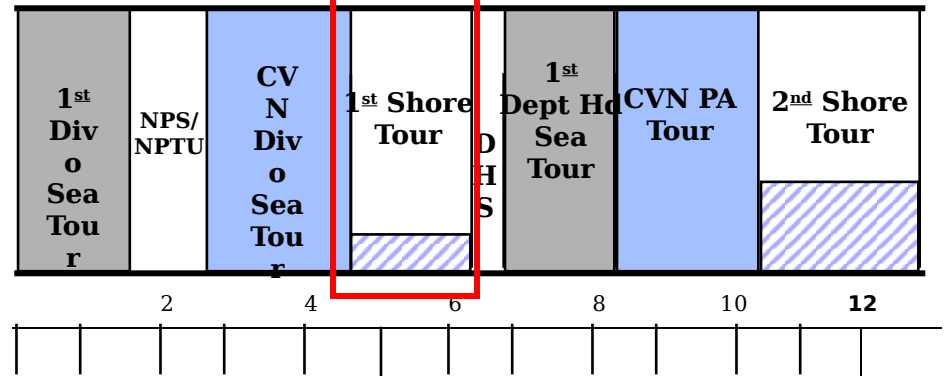
# Where are the SWO(N)s on Shore Duty?



**World-wide Presence**



# First Shore Tour



- **Division Officer:**

- 21 Month Initial Sea Tour
  - SWO Qual
- 24 Month CVN Tour
  - SWO Experience Tour - EOOW

- **Shore Duty Opportunities**

- Masters / Sub-specialty
- USNA / NROTC
- Overseas
- Nuclear shore tour - **BEST TIME!**

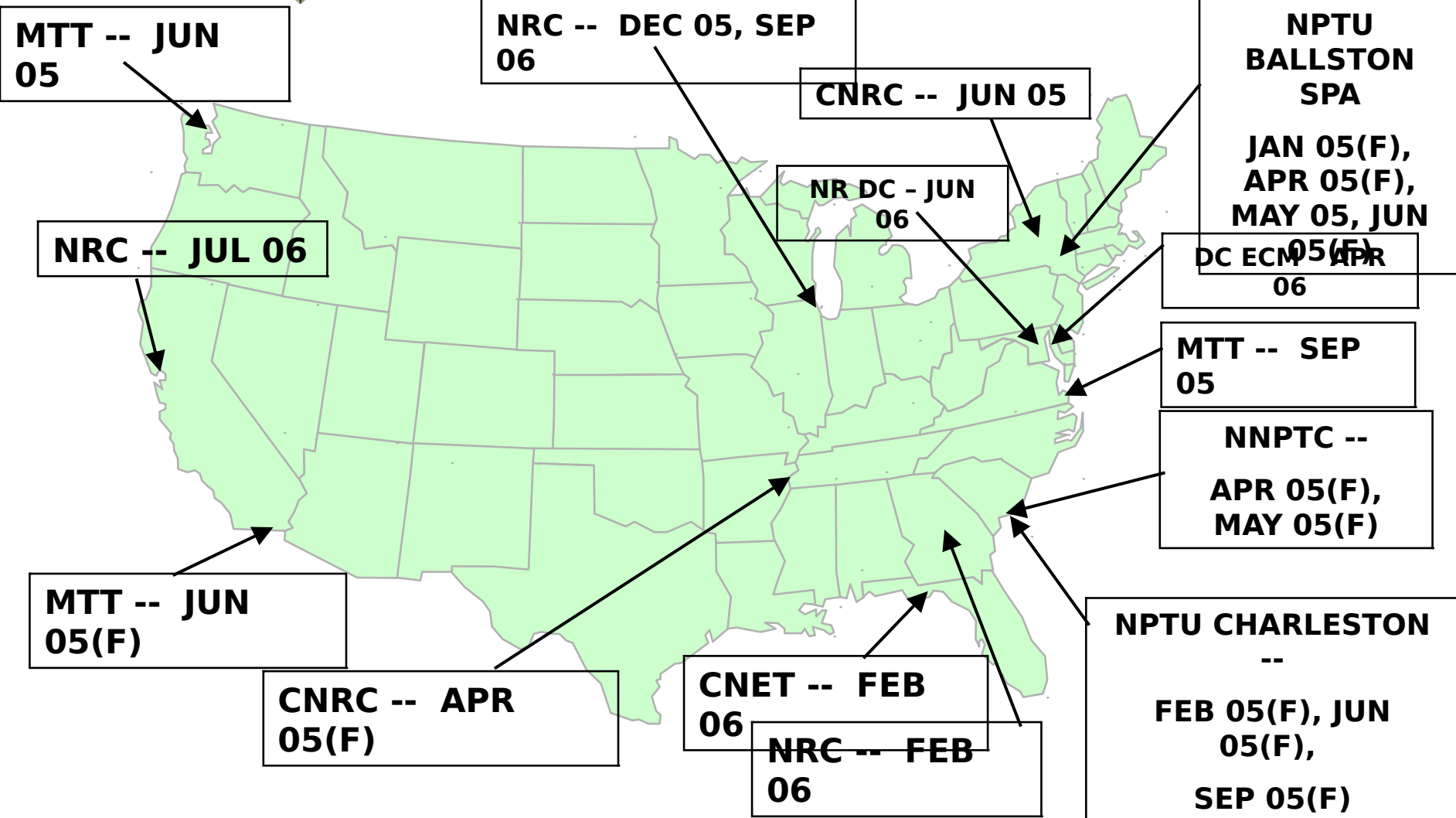
**Masters. JPME Phase I. Nuclear Shore Tour.**

# SWO(N) STROKE REQUIREMENTS



- Post Reactor Officer, O-6 (2)
  - CNAL/CNAP N9  
ACOS for Nuclear Propulsion Matters
- Post Commander Command, O-5/6
  - NPC 424
- Post Executive Officer, O-5 (7)
  - NPMTT Lant (OIC and Deputy)
  - NPMTT Pac OICs- San Diego, Bremerton
  - CNAL/AP Propulsion Engineer (PE)
  - NPTU Charleston XO
- Post CVN Principal Assistant, O-4(13)
  - NPEB Lant (2) and Pac (1)
  - CNAP CVN Type Desk (4)
  - CNAL CVN Type Desk (1)
  - NPMTT Lant XO
  - NPC 412N
  - NPC 133C2
  - NR Line Locker
  - NPTU Ballston Spa XO
- **Post Division Officer, O-3 (27)**
  - **NR A4W Training (1)**
  - **NPTU Ballston Spa (4)**
  - **NPTU Charleston (6)**
  - **NNPTC Charleston (5)**
  - **NPMTT LANT Training (1)**
  - **NPMTT Det Bremerton (1)**
  - **NPMTT Det San Diego (1)**
  - **BUPERS DC N133 (1)**
  - **CNRC NTO (6)**
    - **Millington, TN**
    - **Chicago, IL (2)**
    - **Macon, GA**
    - **San Francisco, CA**
    - **Scotia, NY**
  - **CNET Coordinator**

# Nuclear Shore Downstream Requirements



# WHY JO NUCLEAR SHORE DUTY?



- NPS and NPTU give a **silver bullet** for first DH tour. (Homeport **or** Ship Type)
  - Tremendous professional opportunity at Prototype leading staff and students. Fosters success as DH/PA.
- **Creates opportunity** for career broadening tours post PA and post XO (ie. Joint and DC tours).
- Concurrently earn Masters and/or JPME I
- If you would like to talk with an officer currently serving in a nuclear shore job, ask and we will give you a name and phone number.

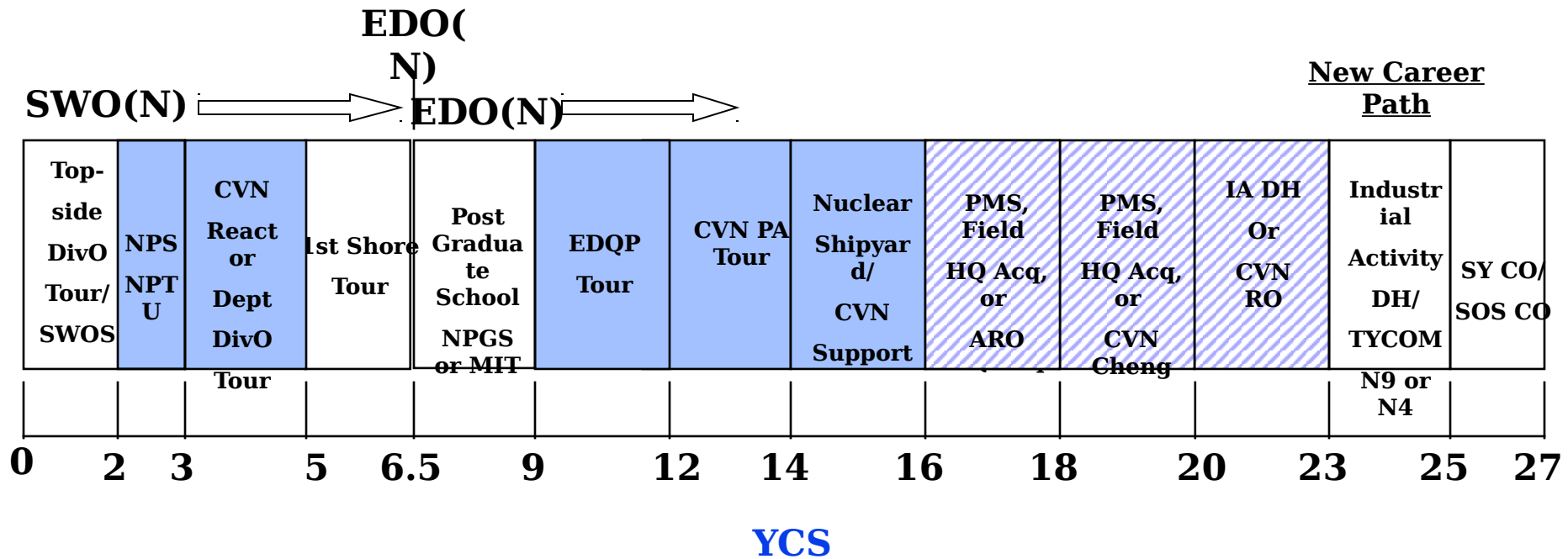
# NUPOC Options



- All SWO(N) accessions now follow the same career path (21-month conventional DIVO first)
- If you came to the ship without a SWO pin for a 36 month tour, be sure to discuss options with us.
  - Split Tour
  - 5-year “Nuclear Clock”.



# EDO(N) Program Career Path



# GRADUATE EDUCATION



- Many Opportunities:
  - Naval Post Graduate School
  - SWO MBA
  - SWOS/ATG Instructor Program (18/12)
  - Tuition Assistance (TA)
  - Distance Learning Programs
  - ODU & Catholic University Accelerated Masters Programs
  - Officer Scholarship Program
- Wealth of information on Web

**Education obligation concurrent with SWO Bonus!**



# Navy College Program The SMART Way to go

Education + Experience = Success

Call us toll free at 1-877-253-7122 DSN 922-1828

The New Navy/Marine Corps T

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Total SMART Transcripts 2396009 Total Visits 2940250

# https://www.navycollege.navy.mil/#

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- [Education Board Results](#)
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- [PERS-440 Education Home Page](#)

## PERS-440B

### Graduate Education Placement and Scholarship Programs

- [OPNAVINST 1520.23B](#) is the Overall Policy Guidance for Navy Graduate Education
- [OPNAVNOTE 1520](#) provides additional guidance and updated information on available graduate education programs.

### THE FOLLOWING GRADUATE EDUCATION, SCHOLARSHIP AND SPECIAL PROGRAMS AVAILABLE

<a href="#">NAVAL POST GRADUATE SCHOOL</a>	
<a href="#">Graduate Education Voucher Program</a> (formerly the Tuition Assurance Program)	<a href="#">NAVADMIN 385/02 182000Z NOV 02</a>
Governing Instruction	NO INSTRUCTION AVAILABLE
<a href="#">DC Intern Program</a>	
<a href="#">NAVADMIN 323/03 161529 DEC 03</a>	
Governing Instruction	NO INSTRUCTION AVAILABLE
<a href="#">Pol-Mil Masters and Arthur S. Moreau:</a>	<a href="#">FY03 NAVADMIN 172/02 112050 JUN 02</a>

# GRADUATE EDUCATION



NAVAL  
POSTGRADUATE  
SCHOOL

- Naval Post Graduate School
  - #1 Priority Fill
  - Full Range of Programs Offered; Meet APC Requirement
  - **Nuclear Power School validates 28.5 hours of course work (starting with NNPS Class 0206)**
- 60 Percent Increase in SWO-JO Graduate Education
- Expanded Curriculum Opportunity at NPS
- Tell us your desires..... We Will Make Them Happen

**Get Your Degree and Get Moving!**



# Old Dominion University

## *Credit for Nuclear Training*



- SWO(N)s validate 12 of 30 credit hours (4 of 10 courses)
  - **Easy access for those stationed in Norfolk area**
- Distance Learning programs available in DC and Bremerton
  - **University is pursuing additional distance learning sites at other fleet concentration areas**
- CD-ROM based program also available
  - **Tuition funded through PACE program for those on sea duty**
  - **Tuition Assistance pays majority of tuition (in-state rates)**

# Department of Engineering Management and Systems Engineering

## Master of Engineering Management through Navy College Program for Afloat College Education (NCPACE)

### GENERAL INFORMATION

Old Dominion University, a state supported doctoral granting institution, located in Norfolk, Virginia has been approved by the Navy College "Program For Afloat College Education (NCPACE)" to offer the graduate courses in Engineering Management leading to a Masters Degree. The Master of Engineering Management is 30-credit hours of which 18 hours are delivered in CD ROM format. Twelve (12) hours of graduate credits may be applied towards the Master of Engineering Management for those graduates of the Navy Nuclear Power School (including Prototype) officer course (this credit relates directly to the calculus and calculus-based physics prerequisites for the ONPS program).

The program builds upon technical background of engineers and emphasizes project management skills specifically required in technology-based, project-driven enterprises, such as leadership, planning, scheduling, logistics, information systems, cost-estimating, systems engineering and quality. The degree seeks to prepare individuals to lead, organize, implement, manage and successfully complete technical projects.

### MASTER OF ENGINEERING MANAGEMENT INFORMATION AND REQUIREMENTS

Qualified individuals may enroll in the following CD-ROM courses:

ENMA 600 Cost Estimating and Financial Analysis  
ENMA 614 Quality Systems Design  
IT 620 Information Systems and Analysis

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<http://www.odu.edu/engr/enma/>



- Program Details
- Admissions Information
- DAU Partnership
- Faculty & Staff
- Course Listings
- Course Curriculum
- Course Schedules
- Student Resources
- Off-Site Locations
- News & Events
- Nuclear Officer Program

HOME SITE MAP CONTACT US TEXT ONLY CALENDAR

## Master of Science in Engineering (Engineering Management) for U.S. Navy Nuclear Officers

*Thinking about up-coming shore duty?  
While in Washington DC, why not earn an MSE in Engineering Management?*

The Engineering Management Program at Catholic University offers a comprehensive program for Nuclear-Trained Naval Officers interested in engineering management. The Program offers a 30 credit degree that uses 12 credits based on completion of the Officer Naval Nuclear Propulsion Training Program. Courses are taught by seasoned professionals, who have the education and experience to give the students an understanding of engineering management practices and the underlining theory that supports them. We give students a balanced and integrated view of theory and practice.

### *Program Background*

In the late 1970s Captain Walter Krause, USN Retired, started the Catholic University's Engineering Management Program. As a former submarine officer he understood the value of the Nuclear Power School education. He also understood that the typical Washington Navy Yard officer transferring credit for the Navy...

As a result of the program, and selected students have received a detailed review...

**<http://engineering.cua.edu/enrgmgt/nuclear%20officer%20prog.cfm>**

Search Our Website:  
   
Advanced Search Options

# SWO MBA Program



- JOs seeking MBAs from Top Institutions
  - Kellogg, Harvard, Wharton
- Three Surface Warfare Officers selected per year
- One SWO(N) selected in each of last two years



**essentially a 2 Year Sabbatical For Grad-Educ**



- 
- Engineering  
es
- Graduate School of  
Operational & Information  
Sciences
  - School of International  
Graduate Studies
  - Distributed Learning  
Programs
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Programs



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# Education

gram V... m... Pl... is...

www.navycollege.navy.mil

**Funding Approval** -- If you would like to know if your program has been approved please contact the GEV coordinator at the number or email listed at the bottom of the page.

To see some of the Universities that GEV students are attending and the degrees being pursued [click here](#).

## SWO MBA PROGRAM ANNOUNCEMENT

If you are a Surface Warfare Officer and would like to read more about this opportunity to attend school full time just [click here](#).

**GEV Coordinator**

(850) 452-1001 x 2086 DSN 922-1001 x 2086

FAX is (850)452-1205 or DSN 922-1205

Mailing Address

Commanding Officer

NETPDTC N2A2-GEV

6490 Saufley Field Road

# SWO MBA INFO



# Other Programs



- Visit PERS 440B website
  - Officer Scholarship Program (NAVADMIN 192/04)
  - Olmstead Scholarship
  - Pol-Mil Masters
  - Doctoral Study
  - Many more

**A Wealth of Opportunity**

# SHORE DUTY - NROTC



- SWOCP encouraged for all NROTC billets and required for nine schools.
  - Cornell, Duke, GW, MIT, North Carolina, Northwestern, San Diego, UCLA, Florida.
- Popular billets. Ties broken first by FITREPSs and SWOCP.
- Get your Masters and/or JPME on the side.
- Communicate desire for specific school early.



- 5 SWO(N)s currently at USNA
- Billets available in Seamanship and Navigation, Leadership and Law, Administration, and Academic Departments (requires Masters)
- Application process detailed in CNSF message (detailee can provide)
- Company officer program available but.....
- SWOCP required for PRODEV billets

# Professional Military Education - Joint is how we fight!



- Important facet of professional development
  - Preparation for Joint / Major staff assignments
  - **Phase I** + Phase II + Joint Tour
- Increasingly important for advancement
  - Pre-requisite for FY09 CDR CMD Board
- Options for JPME Phase I include:
  - Naval Postgraduate School
  - Resident Course at one of Armed Forces Staff Colleges
  - NWC Non-Resident Seminar Course at selected sites
  - NWC Web-based Seminar or Correspondence course
    - [www.nwc.navy.mil](http://www.nwc.navy.mil)
  - Air Force Distance learning JPME Course:
    - [www.au.af.mil/au/awc/awchome.htm](http://www.au.af.mil/au/awc/awchome.htm)
- See Website or contact your detailer for more details



How do I get orders  
to shore duty?

# SHORE DUTY ORDERS



- Monthly cycle
- Detailed at ~9 months From PRD.
- Jobs posted on PERS-41 website & pushed to CVNs
- Give prioritized list to the detailer.
- Needs of the Navy / Personal Preference
  - Competition for billets
  - Best at sea performance wins job/recent command endorsement
  - Tie Breakers – SWOCP/COPAY
  - Recent Command Endorsement (phone call, email, FITREP) often the key.



PACT

0ASD.038

Proposal Action Screen

Name: [Redacted] SSN: [Redacted] Rank: LT Desig: 1115

Type: INIT Stat: WRKG PRD: 0410 Ygrp: 990 Avail: 0407

AOC: UN EDD: 0407 EDA: 0408 Tour: 24 ACC: 100

AUIC: 39089 NAVCRUIT REG W BSC: 06420 Util: JDTE:

BTitle: PRCM&RECRUIT/ NTO OFF REC

Decision: Cmts: Re-route:

Action Queue Status: - Return:

Orig Detailer 412N 04/03/29

Shr Coordinator 412A 04/03/29 A

SWO(N) 424

Gaining Plcmt 440A

Losing Plcmt 413B

Orig Detailer 412N

Cost Review 4635

Command:

Msg: COM.040 Enter Name or SSN and press Enter Key.

=====

1=HELP

2=RETURN

3=QUIT

6=DETAIL

12=FASTpath

# Nuclear Officer Incentive Pay



- Eligibility = MSR + NEO
- Annual Incentive Bonus:
  - \$12,500 paid every 01 OCT for the previous year
  - Prorated from date of NEO qual or MSR (later)
- COPAY \$25,000 Annually
  - Must sign up for a 4 or 5 Year Contract
  - \$22,000 annually for 3 Year Contract
- Must sign up for COPAY before SWOCP/SWOCS
  - Confirm with the Detailer before sending the letter

# Augmentation to 1110



- All officers automatically “screened” by year group.
- NAVADMIN after board announces those screened.
- After Senate confirmation, second NAVADMIN authorizes re-designation.
- Must formally accept appointment. NAVADMIN provides instructions.
- 2 year obliserve with augmentation.
- YG 1997 approved in MAR 04
- YG 1999 will be screened in NOV 04 board.

# Thrift Savings Plan Retirement & Investment 401(k) Type Plan



TSP: Current Info, Introduction; 2004-04-01 - Microsoft Internet Explorer provided by Navy Marine Corps Intranet

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Address <http://www.tsp.gov/curinfo/index.html> Go

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- **2004 Limit \$13,000**
- **Lowers your tax bill**
- **Bonuses may be applied**
  - **COPAY is Special Pay**
  - **AIB is Bonus Pay**
- **See [www.tsp.gov](http://www.tsp.gov) for more info:**

This page was updated on **April 2, 2004**.

- ▶ **Open season dates:** April 15 through June 30 and October 15 through Dec
- ▶ **IRS elective deferral limit for 2003:** \$12,000  
**IRS elective deferral limit for 2004:** \$13,000
- ▶ **TSP contribution limit for [FERS](#) employees for 2004:** 14% (up to the IRS
- ▶ **TSP contribution limit for [CSRS](#) employees for 2004:** 9% (up to the IRS
- ▶ **TSP contribution limit for members of the uniformed services for 2004:**
- ▶ An updated version of the Fact Sheet, [Annual Limit on Elective Deferrals](#), is now available in Forms & Publications on this web site.
- ▶ Participant statements are on-line in [Account Access](#) on this Web site. Click on [Your TSP Participant Statement](#) for more information.
- ▶ If you are age 50 or older and you are already contributing the maximum amount of regular TSP contributions for which you are eligible, you may elect to make up to \$3,000 in catch-up contributions for 2004. You must make a new election each calendar year. (This [limit](#)

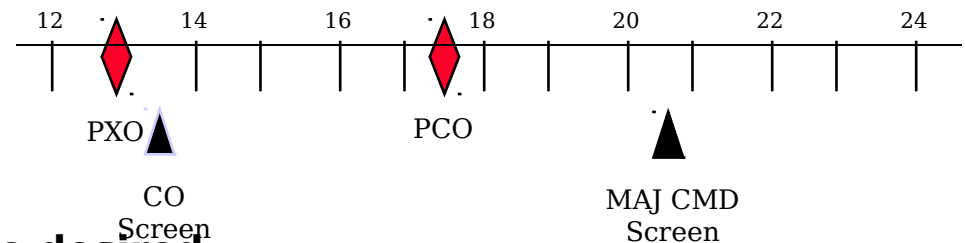
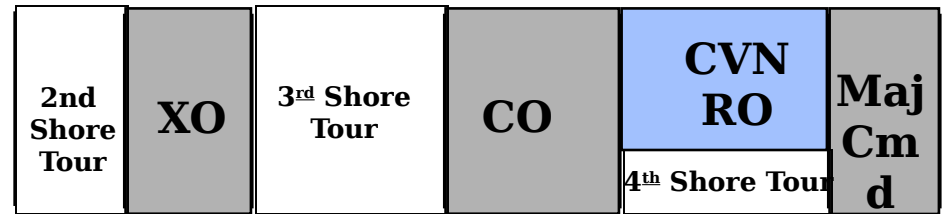
# **The Next Step - Department Head**

- **Leadership - Warfighting - Shiphandling**
- **Most critical tours of an officer's naval career**
- **Screening = SWO pin + Recommendation**
- **Success is Performance Dependent... Not Ship Dependent**
- **Selected The Road to CMD At Sea**  
**Competitive Performance - Not**

# Beyond PA



- **XO/LCDR CO Tour:**
  - Command Qual and Screen
- **3rd Shore Tour:**
  - Joint / DC / At Sea Staff
  - Overseas tour
  - Nuclear Shore tour
- **CDR Command**
- **CVN Reactor Officer** 
  - 60 - 70 months nucle experience desired
    - 2 24 month CVN sea tours
    - 1 nuclear shore tour



**Leading the Way!**



# FUTURE OPPORTUNITY



OPPORTUNITY (%) ~90%

~75%

~57%

Statutory  
Selection  
on  
Boards

DP

0-6  
Board  
Board

DH

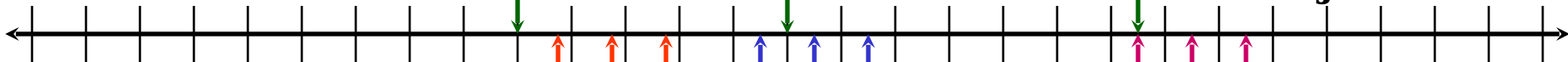
%

0-5  
Board

X  
O

CO

MA  
J



0 2 4 6 8 10 12 14 16 18 20

SWO Screening  
Boards

30  
MAJOR

XO

20

40  
CO

50

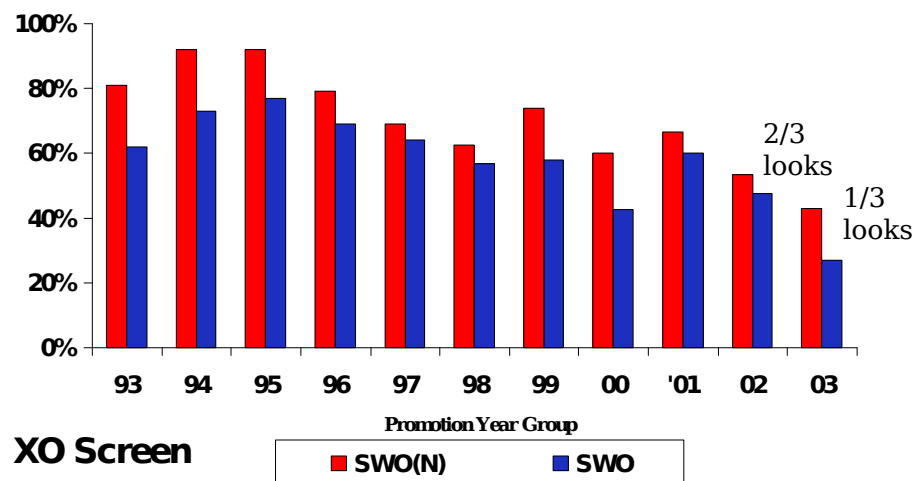
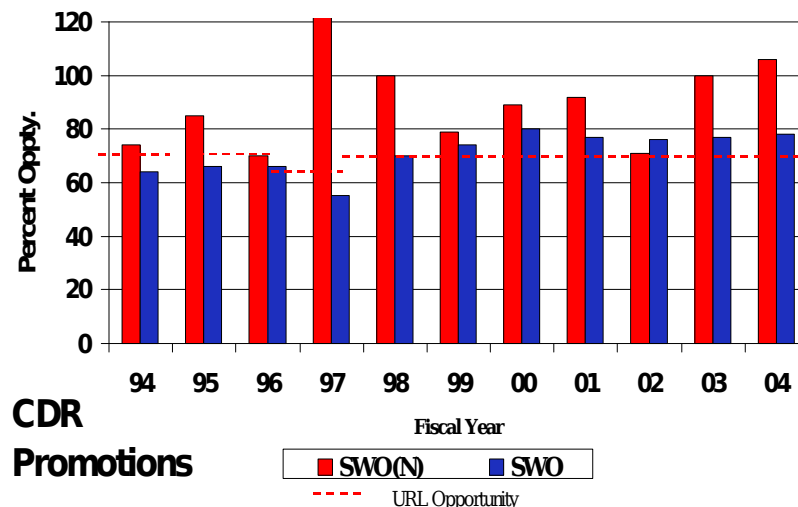
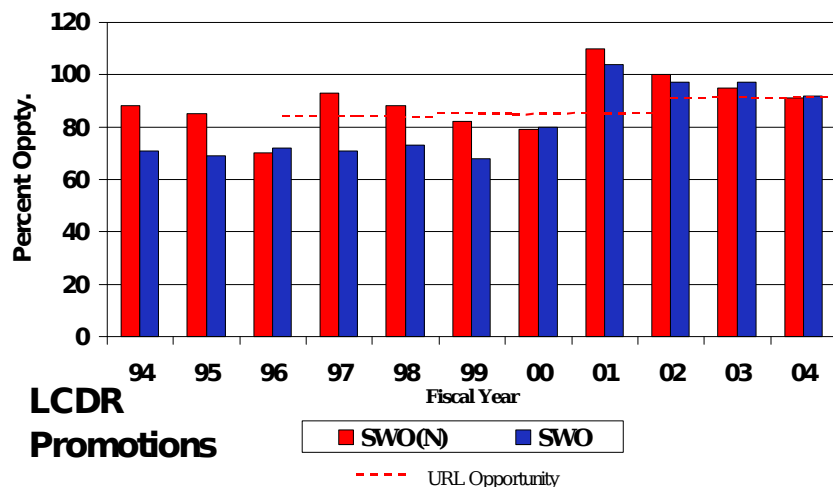
OPPORTUNITY (%)

75% (APR)

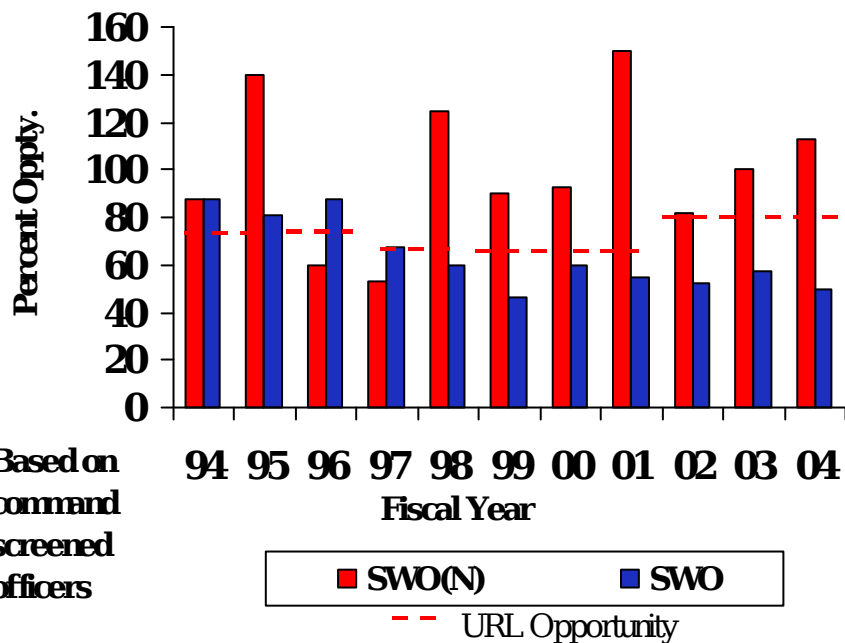
50% (DEC)

50% (NOV)

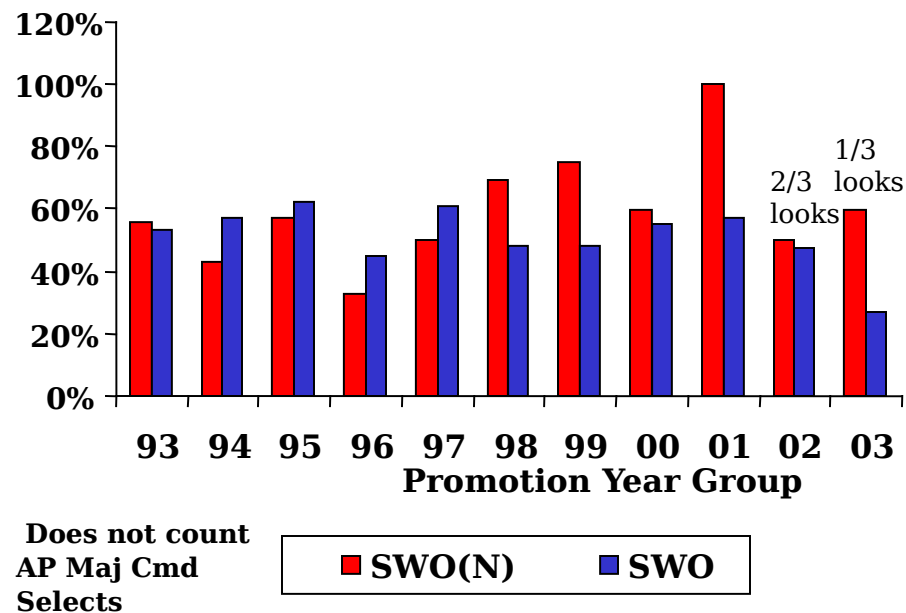
# Getting to Command



# Beyond CDR Command



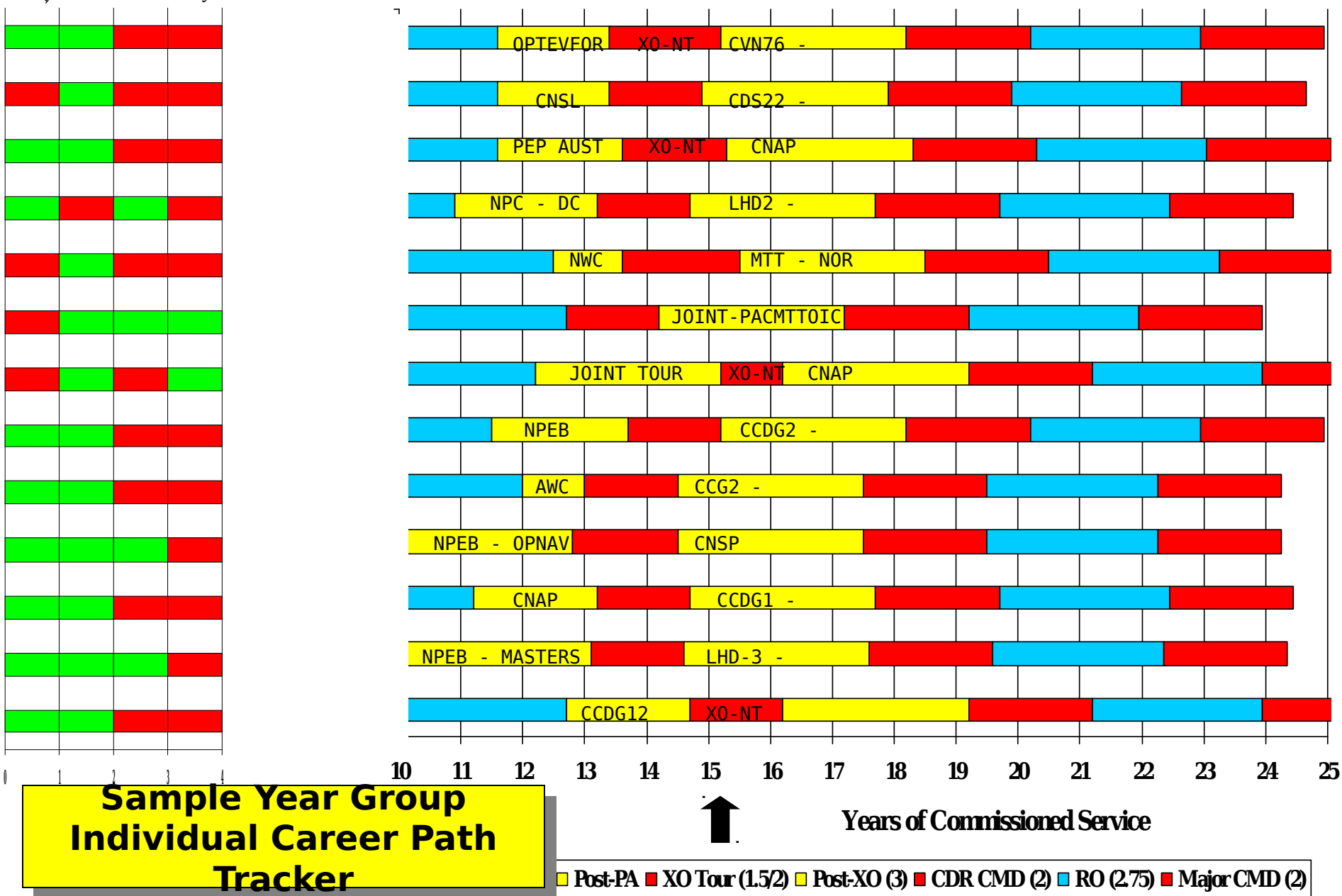
**CAPT Promotion**



**Major Command Screening**

Nuclear Shore  
Masters  
DC Tour  
Joint Tour

## YG XX (LCDR Screening Group XX) Projected Career Path



# TAKE AWAYS



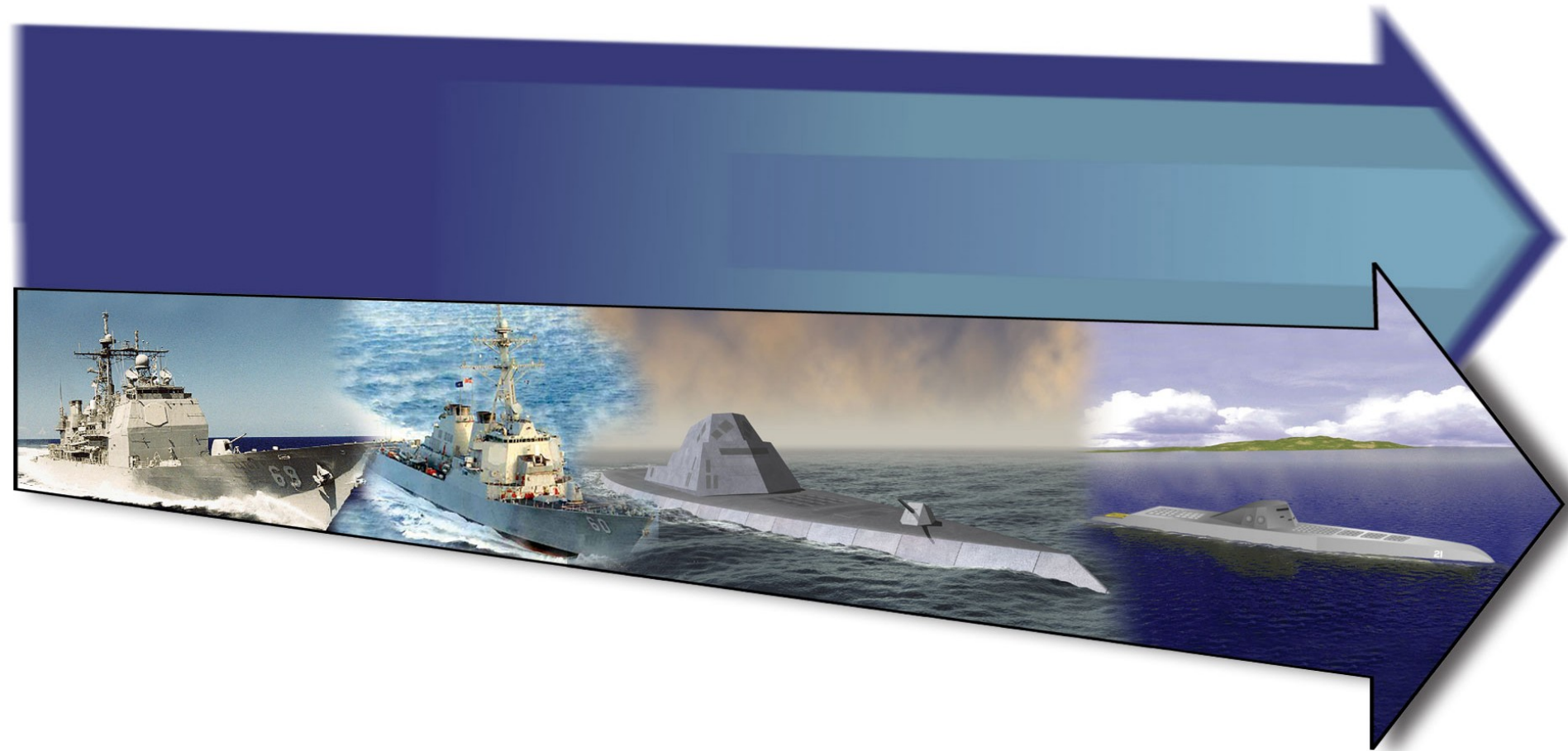
- First objective - complete PNEO
- JO Shore – Many Choices
- Graduate Education for all career Naval Officers
- JPME I is a “must” prior to CDR CMD Board
- Career Path requires a nuclear shore tour

**Leadership/Warfighting/Shiphandling  
...with a Nuclear Subspecialty**

# Trends and Current Issues



**A dynamic time!**





Questions?

